**Measures initiated by the Institution for the promotion of gender equity during the last five years.**

Jamia Hamdard provides a safe environment for all and is proactive in fostering gender sensitivity and equality. To ensure that the education system supports gender-equitable and neutrality, the main objective is to ensure that our students have the personality, exposure, skills, and self-confidence, to be trained for their professional careers, and to realise their full potential as individuals and fostering gender sensitivity and equality.

Specific facilities provided for women in terms of:

1. Safety and Security

* The security on campus is under direct purview of the Chief Proctor’s office who is assisted by a team of female deputy and assistant Proctors and other support staff and security guards.
* The campus is under CCTV surveillance and the security is provided 24x7 throughout to maintain discipline and to ensure safety on campus.
* The entry and exit at all gates is strictly regulated.
* Female security personal are deputed at all girls’ hostels and appropriately placed at various locations within the campus round the clock.
* Girls Common Rooms with attached washrooms and First Aid Room available in all schools of the institution.
* Suggestion and Compliant box is provided: Female students can give suggestions or file complaints against unfair practices. These are situated in every academic block to encourage students to raise their voice against any discrimination.
* Gymnasium and Playground: Time slot fixed for females only
* Women's Saloon
* General store and Stationary shop: in-campus facility.
* Girl‘s Hostel Facilities:
  + Adequate safety and security in the hostel through security guards, female attendants and wardens.
  + Regular attendance is maintained and night out is allowed only with prior permission.
  + Suggestion and Compliant box is provided
  + Regular maintenance, repairs, medical facilities and ambulance for emergency purposes is available round the clock.

1. Internal Complaint Committee (ICC) is in place to address grievances and issues of sexual harassment, if any. Several initiatives have been taken and implemented to prevent harassment. Prompt actions are taken if any such incident is reported. The University takes care of special needs of girl students, thereby ensuring a safe and friendly environment within the University.
2. Women’s Grievances Redressal Cell is to promote gender equality, women empowerment, safe-guarding and promoting the well-being of all women employees and female students of the institution.
3. Women Empowerment

* Women Development cell/ club
  + Equal opportunity cell
  + NCC Women Wing, Jamia Hamdard

1. Counselling:
   * Career counselling
   * Mentoring
   * DSW (Female wing)
2. Day care center for young children:

A day care facility is equipped with child-sized furniture and bathroom fixtures, cctv camera, provides toys, games, books, audio-visual aids like cartoon movies, animated movies etc. and a spacious outdoor playing area. The facility has well-trained staff for attending to the needs of the kids.